

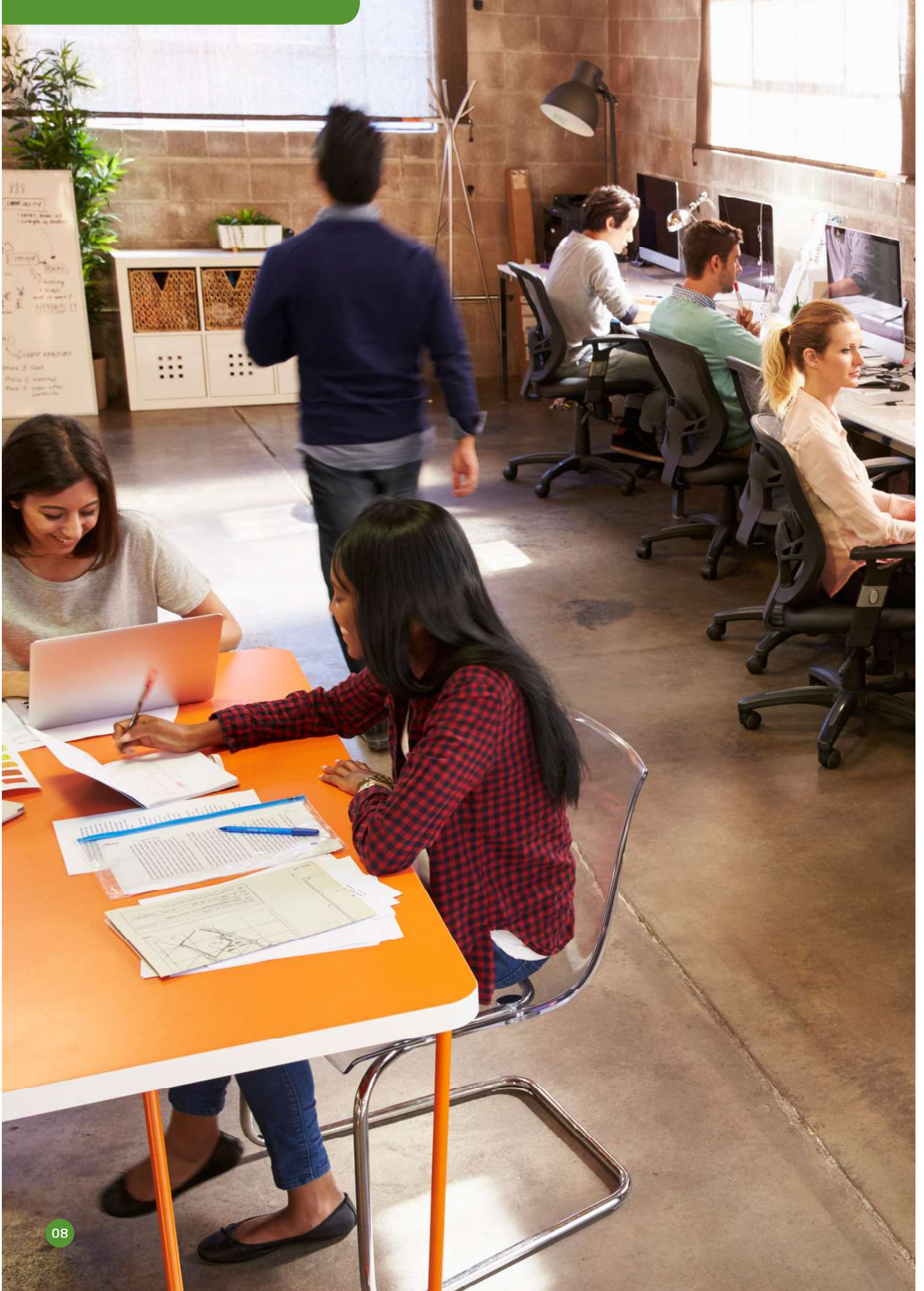
Interim positions on the rise as businesses compete to fill short term skills gaps

The buoyancy of the temp, contractor and interim market, widely reported over the last few years, has not abated. Figures (published in February) from the REC confirmed that 90% of UK employers intended to maintain or increase the number of temporary workers hired during the remainder of this year. Brexit has certainly helped to reinforce these notions, with many UK firms pulling back on permanent recruitment plans following the result, looking instead to temporary talent solutions to help them through an anticipated period of uncertainty.

Sue O' Donovan, who manages Nigel Wright's HR recruitment practice, noted that 'Following the great recession of 2008/2009 there was a movement to make UK companies more lean, with a focus on building a flexible workforce to increase productivity. It was envisioned that future organisations would be a mixture

of permanent, temporary and outsourced resources and this is essentially the organisation of today. Most businesses need a stable core team and then they can seek out the right talent for short term requirements, where capability within the organisation is lacking or when workloads increase significantly.'






Nigel Wright successfully place temps, contractors and interim managers specialising in a variety of different disciplines and sectors. O'Donovan confirmed that the business' interim recruitment practice has experienced an increase in profit over the last twelve months in line with the market and was confident that temporary employees will prove to be a hugely beneficial resource for companies regardless of market conditions.

She explained, 'Many of our clients are looking to increase their capability through hiring highly skilled and talented workers, however, there is also a recognition that many of the skills and experiences required are available on a short term basis and can be utilised immediately to assist with specific projects or increased workload. This is creating interesting work for interim candidates, and has also led to a notable increase in day rates.'

Nigel Wright believe that using temporary resource should always be excellent value for money as planning for the use of temporary resource, if managed correctly, can significantly reduce cost in the long term. Hiring a temporary candidate can also allow a business to afford someone that they wouldn't necessarily be able to hire permanently. However, with the current high demand for temporary workers, there has been a tendency for companies to overpay to ensure they get the best resource available. Nigel Wright's 2016 North East Salary survey confirmed that overall rates for interim staff increased over the last 12 months.

O'Donovan felt it was important to state that while interim employees allow companies to be flexible and reactive to change, it's always vital that businesses put measures in place to assess effectiveness in line with cost. On the whole, her view was that there is generally less risk involved in hiring a temporary worker, with many businesses using it as an opportunity to assess the suitability of a candidate before deciding to make a permanent hire.

.....

 **Many of our clients are looking to increase their capability through hiring highly skilled and talented workers, however, there is also a recognition that many of the skills and experiences required are available on a short term basis and can be utilised immediately to assist with specific projects or increased workload.**

.....

HIRING TEMPS, CONTRACTORS AND INTERIM MANAGERS: WHAT TO LOOK FOR IN A SUPPLIER

An interim recruitment database is essentially a 'live' database. Candidate availability, CVs and rates are constantly changing and therefore need to be updated regularly. It is essential for temp, contract and interim recruitment consultants to know their candidates 'even better' than a permanent recruiter as they must be sure that they have the necessary skills, industry knowledge and attitudes to be able to be an effective short term solution for a specific client need.

With competition becoming increasingly tight in the interim staffing market, it's important for organisations to select a recruitment provider that can help them to react to the temporary skills gap quickly. In order to do this, recruiters must demonstrate the following qualities:

- Have a database of candidates who are immediately available, with a wide range of skills and experience; and
- A broad selection of public and private sector candidates;
- Can check both formal and informal references for their candidates;
- Has been in the market for a long time and can demonstrate intimate market knowledge and understanding of business needs;
- Consultants who keep in regular contact with their candidates and are aware of trends in contracts types and day rates, so they can provide up to date information;
- Are open about the process, managing expectations and identifying any risk involved;
- Proactive and able to identify areas within a business where a temp, contractor or interim could add value;
- Be flexible about methods of engagement, including addressing areas such as contract notice periods;
- Demonstrate financial strength and the ability to pay interim workers.